



Office of the Attorney General  
Washington, D. C. 20530

April 4, 2019

Jason Lee  
Trial Attorney  
Consumer Protection Branch  
Civil Division  
U.S. Department of Justice  
450 5<sup>th</sup> St., NW  
Washington, D.C. 20001

Dear Mr. Lee:

Thank you for your March 27, 2019, letter on behalf of DOJ Pride. Please convey to the Board of Directors and the rest of DOJ Pride's membership my appreciation for your warm welcome back to the Department. I also appreciate your raising issues that matter to you and many employees in the Department, and I want to update you on actions that I have taken in response.

First, earlier today, I signed an EEO statement for the Department of Justice. A copy of that statement is attached. Issuing the statement is not only required by law—as you noted in your letter—it is the right thing to do. Employment decisions at the Department must be made solely on merit and free from discrimination. Every employee should know that I stand by that principle.

Second, I was troubled by the concerns you raised about low morale and in particular about discrimination against LGBTQ employees. I have shared your letter with the FBI and BOP and have directed them to take appropriate action to investigate and address allegations of discrimination and to prevent it going forward. I hope that DOJ Pride can help in identifying issues when they arise and in working with Department leadership on solutions.

I know that these steps are not a cure-all. But I believe that they are important, and I thank you for bringing these matters to my attention. Please know that your input is always welcome. I hope that you and DOJ Pride will continue to help me and Department leadership in ensuring the Department is an inclusive and productive workplace for all employees.

Sincerely,

William P. Barr  
Attorney General

Enclosure



# U.S. DEPARTMENT OF JUSTICE EQUAL EMPLOYMENT OPPORTUNITY POLICY

William P. Barr

As the Nation's largest law enforcement agency, the Department of Justice has an especially important duty to uphold the rule of law and to maintain a dedicated and diligent workforce that pursues justice, equality, and fundamental fairness on behalf of all Americans. We differ in many ways, but this diversity helps us better serve our Country. It brings to bear diverse perspectives that enable us to carry out our responsibilities more effectively, protect our vital national interests, keep our country safer, and preserve the rights of all Americans.

Accordingly, the Department embraces equal employment opportunity (EEO) and inclusiveness. We welcome employees from diverse backgrounds to apply their skills and talents toward advancing our mission to serve the country, achieve justice, and promote the rule of law.

We must ensure that no applicant for employment or employee of our Department will be denied equal opportunity because of race, color, religion, national origin, sex, age, sexual orientation, disability (physical or mental), gender identity, protected genetic information, pregnancy, status as a parent, marital status, political affiliation, or any other nonmerit-based factor. We will take swift and appropriate corrective and/or disciplinary action when employees are found to have engaged in discrimination, retaliation, or harassment, including sexual harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates federal law.

The Department provides reasonable accommodations to employees and applicants with disabilities and for religious observances or practices in accordance with established law, and supports the use of alternative dispute resolution to resolve EEO complaints and workplace disputes.

All DOJ employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. DOJ employees and applicants for employment who believe they have been subjected to discrimination, or to retaliation for participating in EEO activity, or for opposing discrimination, should contact their DOJ Component EEO office within 45 days of when the alleged harm occurred.

Since its founding in 1870, the Department of Justice has stood for equal justice under the law. The hard-working men and women who serve the Department and the Nation have my assurance that equal justice and equal opportunity will continue to flourish across the Department.

**DOJ IS AN EQUAL OPPORTUNITY EMPLOYER**